

# Commissioner J. Dave Donahue Sets Guidance for IDOC at Superintendent's Conference

**By Java Ahmed**

Public Information Officer

*Donahue Says...*

*There will be a lot of changes at the DOC. We want to set the example for the state of Indiana; we want to be the benchmark for other DOCs around the nation. That is my vision moving forward and I need you on board to get there. I am empowering you to find new, innovative solutions in your facilities. I want you, the superintendents of the facilities, to implement new ideas and share processes with your staff."*

*"Remember, sustained success demands sufficient structure."*



From L to R: Gov. Mitch Daniels, Commissioner Donahue, Brenda Everroad and Randy Koester

On March 2-3, Commissioner J. David Donahue hosted the first Superintendent's Conference at Abe Martin Lodge in Nashville, Indiana. The conference was attended by 66 energetic superintendents representing the Indiana Department of Correction (DOC). Governor Mitch Daniels attended the conference to show his support of the DOC's mission and to express his confidence in Dave Donahue's leadership. "Donahue is the only person on my administration recruited from another state," he commented. "That should tell you something."

The two-day conference highlighted the vision and mission of the DOC. "The three E's are what we are

about, “said Commissioner Donahue. “Employees, Efficiencies and Effectiveness are core to our success.

Dave Donahue is no doubt committed to making the changes which will make this agency a model of excellence. The Commissioner discussed the different ways superintendents could identify areas of improvement and find innovative ways to reform their offenders. He also emphasized the responsibility of the DOC to the taxpayer’s and to the state of Indiana.

Areas of discussion included HR, Budget, Program Initiatives, Operations Issues and Community Corrections. The DOC team spent several hours in break out sessions developing future initiatives and identifying areas of improvements. The next meeting is tentatively scheduled for June 2005 to review assignments.

As the DOC moves forward, we can anticipate significant positive changes. Global areas of immediate improvement identified by the Commissioner included:

1. Inmate Offender supervision
2. Program security
3. Accountability, Responsibility, then Expectation
4. Role Modeling
5. Teamwork and Communication
6. Dignity and Respect
7. Cleanliness in the Environment

Now, let’s get to work and put our ideas in motion.